



LOG

Published by Sprague Specialties Company.

VOL. II

JANUARY, 1940

NO. 3



MR. SPRAGUE

A MESSAGE FROM MR. SPRAGUE



LOOKING back over our work, the record for 1939 tells the story of a good year, marked as even the best years are, by a number of difficult problems.

Our dollar volume showed a gain of 20% over 1938.

Our unit sales of approximately fifty million items reached the highest point in Sprague Specialties' history.

Peak Employment in the Company hit a new record of 1300 people and wage rates paid to our employees were re-established in the Fall to their previous highest level.

A year in which such gratifying gains were recorded can only be called a year of real progress, although at the same time we are not forgetting the fact that many difficult problems either developed during the year or still remain unsolved.

The continued decline in prices caused by natural demands from our customers for lower costs to permit their giving Mr. John Public greater values each year, and also to some extent from competition from our business rivals, has been a difficult problem to grapple with all year. It meant that although we reached a peak in unit sales, we were far behind our best year as regards the amount of money that we received.

In one particular department of our business, the Trimmer Department, this situation had become chronic. Rather than continue to lose a very considerable sum of money on this department each year, your management decided to discontinue it. From experience and a careful consideration of all the factors concerned, we believe this step definitely provides for the greatest good for the greatest number.

Nobody — management, workers, stockholders, or community — benefits from hanging on to a losing proposition that threatens the security of the rest of the business. Capital being lost in the discontinued department can now be applied to developments that show promise for growth and expansion.

How about 1940? We hope it will be another satisfactory year and look for a possible sales increase of around 5%.

One of the main things that will affect business is the speed with which we can put in operation engineering developments that are now under way. I have a three page list of items which our Engineering Department is working on, and if any of these work out and develop real commercial possibilities, they will jump sales and increase employment.

(Continued on following page)

A MESSAGE FROM MR. SPRAGUE (Continued)

The **television** industry, in which we are extremely interested is moving but has no momentum as yet. This is an extremely important potential market for us as a television set uses three or four times the number of condensers in the average radio set. **Frequency modulation** ratio sets are another development of interest to us and the market here may come along faster than television.

We are still looking for new ways and new items to help flatten out our manufacturing cycle. This is one of the most difficult problems of management, particularly in this industry. Already we have seen our employment and our business in general become considerably more stable than it was ten years ago, due to our policy of

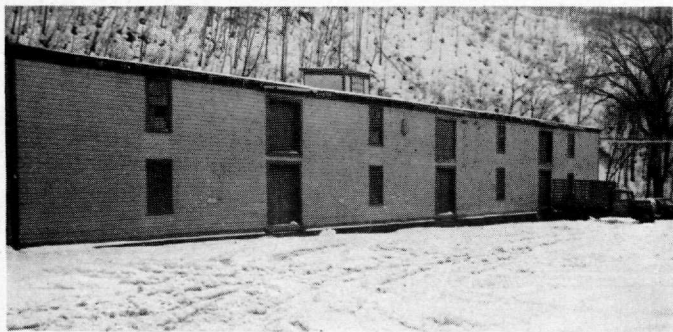
seeking other markets such as refrigeration, automobiles and industrial motors, etc. as a way to flatten out the violent ups and downs of the radio industry cycle in the course of the year.

Credit for our progress over the past year belongs to every member of the organization. Hard work, good nature, and the ability to go to bat on tough problems and come through on top has helped all along the way. With the same spirit of cooperation and more of it, I feel confident that 1940 will be a good year for all of us.

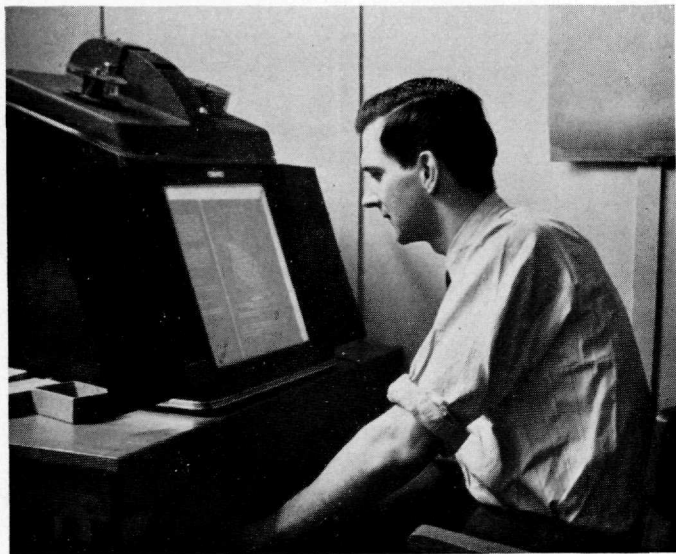
I would like to wish every one of you and your families the Best of New Years for 1940.

Sincerely,

R. C. SPRAGUE, *President*



The Warehouse, located conveniently across the street from the factory and where most of our inventory is stored.



Using Micro-film in our constant search for technical knowledge that will help us make better condensers or develop new products. Matt Nazzewski shown at the micro-film reader in our Engineering Department.

Glenn Says

"We learn from mistakes. If a man will just admit a mistake honestly when he makes it, and resolve that he will not make it a second time, the mistake may not be such a misfortune after all."

ANNUAL INVENTORY IS TRIUMPH OF MAN OVER HUGE MASS OF DETAIL

In any Company like ours dealing with a huge number of incoming items (3600 for Sprague Specialties) checking the raw material inventory is one of the tough jobs of the year. It is particularly important with us, as close checking on our inventory is the only way we can prevent a sizable loss through waste. Careful management, our inventory shows, enabled us to use up a considerable number of items which otherwise might have been counted out as a total loss.

Although inventory was somewhat larger at the end of 1939 than in 1938, fast work by all concerned made it possible to complete the check in the standard time of one month.

Over 3600 items are carded in our physical inventory file. Larry Underwood directs the stock room boys in checking these cards against the physical stock in our stock room and the report is given to George M. Flood.

After the first of the year, Helen Root and Genevieve Czerwinski take the stock figures off these cards as of January 1 and in about two weeks have priced all the items and extended them (multiplied them out) to find the total value.

Practically the same technique is applied to our paper and stationery supplies and to our factory supplies.

Maintenance and Machine Shop inventories are taken by those departments and forwarded on to the Cost Department. The Process inventory is taken by the individual foreman in every department and a double check is made by Superintendents Teeple and Potter, and then passed on to the Cost Department where they are priced, etc.

Upon completion, the inventory is turned over to our Accounting Department where it is compared with the "book value" representing what we paid for the material.

Unlike some companies, we have very little finished or partially processed material to inventory, the largest item being the finished stock of the Sprague Products Company. Our inventory-taking problem was somewhat more complex this year due to the addition of the new Resistor Department. According to George M. Flood, who handles his own heavy share of the detail work on this job, our inventory increases every year with the steady rise in our number of parts. Our inventory file has grown from two Remington Rand filing cabinets in 1935 to the present setup of eight. Each cabinet has 16 drawers capable of holding 60 items apiece.

Just a year ago our inventory required 437 pages closely packed with figures and items. This year it will be larger, says Flood, probably between 475 and 500. And that's a lot of work!

DO YOU KNOW ?

That our current line totals 8,000 items.

* * *

That we discarded 25% of our old items to make way for new or improved products during 1939.

* * *

That our specifications require from four to twenty labor operations to be costed.

* * *

That the number of material items to be costed on each specification run from eight to fifty.

* * *

That we have specifications for approximately 3600 individual raw material items.

* * *

That we handle 20,000 customer's orders every year.



Exterior View of Strong, Hewat & Company, one of our North Adams industrial neighbors.



Workers stand at ease for a moment while a picture is taken in Strong, Hewat's Weaving Department.

STRONG, HEWAT & COMPANY

Another of our industrial neighbors in North Adams is Strong, Hewat & Company, Inc., established in 1898. Originally the mill gave employment to 140 employees. Today, in contrast, 500 operatives are required to convert raw wool into superior woolen fabrics. The Company has established an enviable reputation in the textile field for its strict adherence to the code of quality merchandise. The choicest of domestic and foreign wools are used in styling men's-wear suitings, topcoatings and overcoatings, and nationally advertised women's-wear suitings and coatings.

The Company maintains its own selling agency in New York City and through this medium 1,250,000 yards of Virgin Wool Fabrics are marketed throughout the United States.

HOW WORKMAN'S COMPENSATION INSURANCE OPERATES

Workman's Compensation Insurance at Sprague Specialties operates under the Massachusetts Workman's Compensation Law passed originally in 1911. The Company's policy under this law is with the American Mutual Liability Insurance Company of Boston.

Workman's Compensation is one of the major kinds of social insurance. It provides that the insurance carrier (Sprague Specialties) shall assume the full responsibility imposed by the Massachusetts Workman's Compensation law when any employee receives a compensable injury arising out of and in the course of his or her employment.

It guarantees to the employee surgical and medical attention and reimbursement for the proper proportion of the lost wages resulting from disabilities arising out of and in the course of his or her employment. It provides for reimbursement besides lost wages, for certain permanent disabilities, "such as loss of an eye, finger, etc.," and provides for payment of certain sums and benefits to the widow, children and other dependents of an employee who meets with death under circumstances as provided in the provisions of the law.

It provides a real protection to the employee against the accident risks that are an unavoidable part of every industry and it assists the employer to handle in a fast and efficient manner the claims of employees.

Workman's Compensation Insurance is not to be confused with other forms of insurance, such as Group Insurance. Workman's Compensation applies particularly to injuries received as a result of working in the plant.

How does one collect Workman's Compensation Insurance if injured as a result of employment? Report promptly to your foreman or to the dispensary, and the matter will be taken care of.

CLEVER SALES IDEA

A novel and interesting sales idea to promote sales of our Koolohm Resistors is a promotional card done in two colors, showing pictures of our Koolohm Resistors with the "teledot" automatic overload indicator printed in red.

When a match is placed underneath the teledot section of the card, the teledot turns brown just as the teledot in our resistors changes color when subjected to overload. Upon removing the match, the advertising card teledot resumes its previous color.

Another product we are selling which in itself is a salesman for Sprague Products, is our Sprague TEL-OHMIKE. This beautifully manufactured instrument is a tremendous aid to the radio service men. By using TEL-OHMIKE he is able to intelligently purchase condensers and resistors. It enables the service man to spot a defective condenser that may go bad a day or two after he has supposedly fixed it. It protects him against unpleasant customer reactions. Accompanying each TEL-OHMIKE is a special handbook prepared by the Sprague Products Company that outlines in detail the operation of the TEL-OHMIKE and how to determine when a condenser in any circuit should be replaced.



Guess who? This should be easy as the two sisters are working here now.



Ugo Milesi (left) and a companion on a deer hunting trip exhibit the buck that made hunting history by charging Milesi, antlers lowered. Only quick shooting and steady aim saved Milesi from being impaled on the animal's antlers.



Joseph McCarthy, one of our industrial representatives in the Middle West.

INTERFERENCE ELIMINATION CAMPAIGN TO SELL MORE CONDENSERS

Mr. Harry Kalker, head of the Sprague Products Company, is a good example of what is meant by the phrase "sales minded."

Recently when his oil burner went out of commission he was forced to get in a service man at 5:45 in the morning. Talking over the situation, Kalker mentioned that Sprague condensers could be used to eliminate radio interference caused by oil burners. The service man was so interested that he purchased a number and promised to suggest this means of improving radio reception to all his future customers.

Actually, Kalker is engaging in an intensive campaign to aid radio service men in eliminating "man made interference" by the installation of Sprague condensers. An elaborate manual has been prepared, giving complete information on how to locate the causes of radio interference from oil burners, motors, generators and washing machines, fans, etc. and how to quiet them through the proper use of Sprague condensers. The booklet also advertises the use of the new Sprague Master Interference Analyzer to be used by service men in determining the proper filter circuit necessary to suppress the interference.

Promotional material and advertising aids are illustrated to help radio dealers advertise this service — everything so designed to help further increase the sale of Sprague condensers by opening up new markets.

GERMAN CHEMICALS, DOCUMENTS, STILL AVAILABLE

Documents on researches by German scientists referred to during its own investigations by our Research Department are actually easier to obtain now than before the war and the English Blockade of the Nazi Government.

This surprising result is due to a relaxation in the copyright restrictions on Government Scientific materials. By the use of the Micro-film process, duplicates of these scientific papers are readily obtained, the only change is that now new materials arriving from Germany are about one month late.

Chemicals used in our Production and Research that we have formerly obtained from Germany will also undergo no shortage except in one or two rare cases. This is due to the licensing arrangements through which various American Companies are supplied with the complete processes here in this country and can go into production at any time.

We formerly obtained about forty different chemicals from Germany and of these only one or two will be unobtainable from the American Licensees and substitutes are available in each of those cases.

JOE MCCARTHY—NEW INDUSTRIAL REPRESENTATIVE

Mr. Joseph McCarthy of St. Paul, Minnesota has recently been selected as one of our new industrial representatives.

Mr. McCarthy has been in the radio business ever since it began, or to put a date on it, from around the end of 1920. He is one of those who can remember when he sold sets for as high as \$3,250.00 apiece. He was with Zenith Radio at that time and sold sets all over the country. In 1924 McCarthy opened up business as a Zenith distributor covering Indiana, Illinois, and Wisconsin. In 1929 his partner was killed and McCarthy sold out to the heirs just before the 1929 market crash, frankly admitting as he looks back, that it was "just one of those miracles that sometimes happen." After a trip around the world and a three months stay in London, he returned to become a representative for products like Stancor Transformers and I. R. C. resistors.

His work for Sprague will cover Minnesota, Wisconsin, Iowa, North Dakota, South Dakota, Nebraska and the extreme northern part of Michigan.

GOVERNMENT SPONSORS SPRAGUE SPEAKER

Dr. Preston Robinson, director of our Research, recently spoke before a group of engineers at a meeting in Dayton, Ohio, under the auspices of Wright Field. It was an unusual event in that the government does not often sponsor talks by individuals representing private concerns like Sprague Specialties.

SPRAGUE PRODUCTS LECTURER TRAVELS FAR

Adding the tremendous effectiveness of the spoken word to the further increased advertising schedule to push the sale of Sprague products, Traveling Lecturer, Leon Podolsky has been speaking before large groups of dealers and salesmen all over the country. These lectures are of general interest but emphasis is placed on the fact that many Sprague products are engineered and designed to have particular appeal for dealers working in the radio condenser and resistor replacement field.

Within recent months, Podolsky's lecture schedule has taken him to the following cities:

Chicago, Milwaukee, Boston, Cleveland, Rochester, New York, St. Louis, Pittsburgh, Philadelphia, Los Angeles, Santa Ana, Sacramento, Oakland, San Francisco, Portland, Oregon, Seattle, Spokane, Bellingham and Vancouver, British Columbia.

PUZZLE FOR CONDENSER MANUFACTURERS

A man wearing a checkered suit walks into a North Adams electrical store and buys \$6.50 worth of miscellaneous condensers.

He hands the owner of the electrical store a ten dollar bill. It is late in the afternoon and the storekeeper is out of change and goes over to the nearby drug store and gets change for the ten dollar bill.

He returns to the store, gives the man in the checkered suit the condensers and the proper change.

Just before the electrical dealer closes his store, the drug store proprietor comes in and declares that the ten dollar bill which he changed was a counterfeit. Who loses and how much? Don't look now, but answer is on page 6.



YES . . . WE CELEBRATED THE HOLIDAY

Snapped by the roving cameraman on Christmas Week are four of the gay parties for which Spraguers are becoming famous. **Upper left:** Paper Test Department, in the picture are: Anna Gorman, Josephine Pedrin, Kippy Gentile, Louis Quimby, Elizabeth Catrambone, Clara Domenick, Mildred Clark, Roma Sweeney, Helen Ronan, Mary Jane Bombardier, Regina Wronski, Gilda Wariou, James McKenna, Ada Arrighini, Lillian Mins, Nellie Romanos, James Driscoll, Esther Perreault, Viola Guilino, Frances Solari, Dorothy Cote, William Spencer, Corrine Beaudoin, Flora Gaudette, Ralph and "Dot" Blanchard, Victor Pedrin, Barbara Beebe, Bertha Scarbo, Dominick Serbo.

Upper right: **Front row,** Mica Department, Doris DaSacco, William Turner, Dorothy Boutwell, Irene Roberts, John Faustine, Hazel Gregory, Mildred Matini. **Second Row,** Walter Carpenter, Casmer Ziemiak, Francis Millis, Gerry Steinberg,

Margaret Cutler, Lucy Sinclitico, Marie Piantoni, Harold Stevens, Toni Burro, Mary Mathews, Ellen Low, Mary Cwalinski, Harry Martin, Earl Atkinson. **Third row,** John Shields, Gladys Clerc, Irene Pikul.

Lower left: Solderers in the Paper Assembly, Mary Burro, Phyllis Dabrowski, Victoria Georgini, Doris Piaggi, Delia Framoni, Yvonne Poggi, Stephanie Szurek, Edna Szurek.

Lower right: Sample Department Christmas Party around the table, **left to right:** Emma Underwood, Howard Sherman, Phyllis Bunting, "Hank" Gamari, Ray Bishop, Rita Bishop, Peter Mancuso, Mary Bartlett, Jimmy Fitzgerald, Ray Calvi, Jimmie McDonough, Helen Rathbun, Emile Filiault, Marion Scarbeau, Clayton Collins.

CHRISTMAS WEEK A GAY ONE

This year we had our usual Christmas activities. Nearly every department had its own small tree, its own party and exchange of gifts, during the week before Christmas.

There were several parties and dances during the week. The office employees and foremen, and their wives or husbands, held a dance at the Blue Room of the Richmond Hotel Wednesday evening.

Thursday a group of solderers of the Paper Assembly met at Florini's.

Paper Rolling also chose the Blue Room at the Richmond for their dance Thursday evening.

The plant closed at noon Friday to give everyone a chance to attend his own department party and to get ready for the dance for Sprague employees and their friends at the Armory at night.

The Boxing Department and Mica, both decided to hold a big dance and party at Burke's on Friday afternoon. This developed into a real Sprague party. All afternoon different ones from other departments kept dropping in. It was one of the most successful parties of the season.

Friday evening another group of Solderers met at the Hub.

The pre-holiday season was climaxed by the dance at the Armory, which was attended by about 400 and was a very enjoyable event.

We were glad to see Kay Conrad at Christmas time and hope that it will not be too long before she can return from the hospital for good.

Lawrence Laliberte was recently promoted in Co. K of the National Guards.

Now that we are rested from the Christmas activities and the strain of trying to keep our New Year's Resolutions is over (of course they are all broken by now), we are all hoping for a good sleigh ride. Weather conditions for it certainly look favorable right now.

A CORRECT PHONE NUMBER AND ADDRESS EQUALS DOLLARS AND CENTS

Act I

The Scene — Employment Office

The Time — 9:00 o'clock in the Morning

Phone in employment office rings. Foreman Jones wants Smith to report for work at once.

A call is put through to Smith. The answer is, "Smith does not live here now and I don't know where he moved to." (In other cases the operator might say the phone has been disconnected or that it is a wrong number).

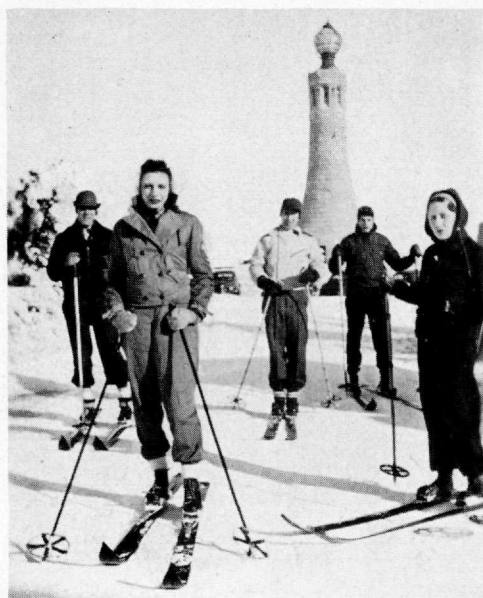
The employment office then calls foreman Jones and asks him if any of the employees know where Smith lives, and after inquiring he calls back saying that they do not know and to call Brown for the job. Brown who recently notified the employment office of a new address and phone number is called and reports to work.

(Continued on next page)

START OF THE THUNDERBOLT TRAIL



Skiing is a Typically New England Sport



Sprague skiers: Shown above are Alcide Granger, Beatrice Pierce, Bill Pierce, George Roy and Ora Granger.

DOLLARS AND CENTS (Continued from Page 5)

Act II

The Scene — Same

The Time — Three Weeks Later

The quiet and peaceful atmosphere of the employment office is broken by the appearance of a raging and indignant gentleman named Smith. He informs the office in no uncertain terms that he recently discovered that Brown had been working for three weeks when he should have been in and demands the injustice done to him be rectified at once.

Smith is then told that a call was put through for him three weeks ago but having moved, and not having left any new address or phone number, he could not be located.

A much subdued young man left the employment office. He had learned his lesson the hard way, the hard way being the loss of three weeks' wages.

The Moral:

Notify the employment office at once of any change in phone number or address.

ANSWER TO LAST MONTH'S "GUESS WHO" — Left to right, back row: Oliver, Lucien Siciliano; front row: Patricia and Rita Siciliano.

ANSWER TO PUZZLE ON PAGE 4

The electrical dealer loses \$10.00.

THE RIFLE TEAM

A rifle club has been organized in the plant with nineteen members to date. There are four teams, the captains of which are Frank Chilson, John Camadine, Fred Powers and Wendell Smith. A Durant is treasurer of the club and Chilson is Range Master.

From time to time contests will be held between teams and with outside teams. The ones getting the highest average will be chosen for contests with outside teams.

At the close of the season averages will be totaled and qualification pins awarded for marksmanship, sharpshooting and expert shooting.

There has been talk of a girls rifle team being formed — anyone interested should get in touch with Frank Chilson.

The first scheduled competition was between a Sprague team and a "Company K" group. The latter proved to be three-fifths Spraguers, however and won 669 to 607. E. Horahan (who works at Spragues) and N. Toye, both of the Company K team tied for high scores at 142.

SKIING IN NORTH ADAMS

Some of the best skiing trails in America are in or near North Adams. The mountainous country, good snow conditions, about 70,000 acres of State Forest, and a cooperative C. C. C. have resulted in Berkshire County (in the northeastern part of which is North Adams) being recognized nationally as a winter recreational center. Being less than four hours from Boston or New York, week-end and Sunday ski trains steam into Berkshire over three railroads, while thousands of other skiers come by motor.

Perhaps the best known of the nearby ski trails is the Thunderbolt on the northeast slope of Mt. Greylock. The length of the racing trail is 1.4 miles, the vertical descent of the racing trail is 2,050 ft., maximum grade is 35 degrees. Only experts are allowed on Thunderbolt.

In the town of Florida on the Mohawk Trail, a few miles from North Adams is the Mohawk Trail Hill. Here slopes are moderate and there is often snow and skiing when there is none in the valleys. There is a tow on this trail.

Right in North Adams is a good trail, maintained by the N. A. Outing Club, for all classes of skiers. It is Bernard's Hill at the foot of the Notch Road. This is a semi-open slope with a wide trail 25 to 100 ft. wide, running thru the center. The steepest grade is about 25 degrees.

We have only mentioned the main trails in or near our own town. Other very good ones are located in Pittsfield, Lenox, Great Barrington, South Lee — in fact a good ski trail is easily accessible from any town in Berkshire County.

Among the most active of Sprague skiers are:

John Camadine	Rod MacAlpine
Marion Dean	Don Meiklejohn
Charles Dean	Odyar Ness
Brendon Farley	Bill Pierce
James Fitzgerald	Mike Pierce
Billy Jangro	Beatrice Pierce
Harry Kalker	Art Randall
Emmanuel Landry	George Roy
Eddie Goodman	

PHOTO FINISH IN GIRLS' BOWLING

Intense competition in the Girls' Bowling League has been the order of the day with the Paper Rolling and Paper Assembly Teams in an absolute dead heat for first place at the end of the second round. Paper Assembly boasts the high team single string of 469, while Paper Rolling has captured the high team three string with 1339 and its high team average for the two rounds is 1244.

Individual honors have been shared by Emma Marino, who bowled the high individual single string of 106, and Yvonne Poggi with the high individual three string score of 296. In the recent grudge match between Emma Marino and Gertrude Gentile, Gertrude finished the victor by the precarious margin of three pins, 284 to 281.

How about a return match, girls?

Standing of Sprague Girls Bowling League at Close of 2nd Round

	Won	Lost	Percent
Paper Rolling	21	6	.777
Paper Assembly	21	6	.777
Block Annex	16	11	.593
Office	11	16	.417
Dry Rolling	4	11 (1 rnd)	.267
Dry Assembly	2	25	.074

ENGAGEMENTS

Ruth O'Brien of the Sprague Products' office and John Locke, not employed here, have announced their engagement and plan to be married on February 3, 1940.

Mary Vigna and Domenick Esposito of the Paper Assembly have announced their engagement and plan to be married on February 3, 1940, in St. Anthony's Church.

Minnie Catrambone and Chester Grande have announced their engagement. The date of the wedding will be announced later.

Hilda Smith and Jean Roy have also announced their engagement and their wedding date will be announced later.

WEDDINGS

Geraldine Mildred Brundige, not employed here and Lawrence Bishop, of the Oven's Department, were married December 30, 1939, at the Baptist Church.

BIRTHS

On December 24, 1939, a daughter was born to Mr. and Mrs. John Ross. Mrs. Ross is Helen of the Paper Rolling Department.

On December 24, 1939, a daughter was born to Mr. and Mrs. Adam Novak.

Recently a daughter was born to Mrs. and Mrs. Francis Trottier. The mother is Ann Trottier, formerly of the Mica Department.

STROLLING DOWN THE ALLEYS

By Walt Carpenter

Local 249 leads the Men's Bowling League as we go to press and holds the high team triple string mark at 1608.

Sprague Products has the high team single string at 562. Clinton Sweeney has the high individual string of 149, while Clarence Pratt has the high individual triple at 402, and high individual average for the first round of 103.3. Dave MacLelland is the only other with a 100 plus average. Sweeney has a 391 and MacLelland has a 375 on the books.

The Foremen's, Sprague Products', and Trimmers' teams will have match for high team pinfalls soon to decide second, third, and fourth places for 1st half of league.

The Paper Rolling team at last broke the tie, which has been with them for two rounds, but the Paper Assembly is still a team to watch.

The second half of league has started and having thirteen of the fourteen men's teams stay in the league is a new record.

The Office team in the Girls' League have a hard struggle to get five bowlers every week.

The Paper Assembly team looks pretty nifty in their new outfits.

The Standings at the End of the 1st Round

	Won	Lost
Local 249.....	31	8
Foremen.....	26	13
Trimmers.....	26	13
Sprague Products.....	26	13
Dry Formation.....	24	15
Dry Assembly.....	21	18
Riveters.....	20	19
Silver Mica.....	20	19
Office.....	18	21
Block Assembly.....	16	23
Ovens.....	17	22
Maintenance.....	11	28
Machine Shop.....	10	29
Paper Salvage.....	6	33

RECENT EVENTS

Ruth O'Brien of Sprague Products office was honored guest at a combination dinner and shower on January 18th held at the Chateau. She was presented with linens and glassware by her co-workers of Sprague Products and the office girls of Sprague Specialties. Those present were Gertrude Denoyan, Melba Niebur, Dorothy Hennessey, Helen Cory, Virginia Spencer, Molly Avery, Helen Root, Lillian Filiault, Genevieve Czerwinski, Clara LeSage, Helen Albini, Etta Owen, Ruth Graves, Rena Fachini, Pauline Morrissey, Katherine Bellows, Mildred Satko, and Helen Connors. Ruth says her "I do" to John Locke on February 3rd — Best of wishes Mr. and Mrs. to-be.

* * * *

About a dozen girls from the office went snow shoeing Saturday, January 20. Frances Crosier of the Main Office served them lunch at her camp in Hartwellville. In the afternoon some went skiing and others stayed in the camp and played cards or other games.



The Impregnating Room Christmas Party: Front row, Joe Fitzgerald, Ruth Letalien, Betty Cwalinski, Yvonne Davison, Dorothy Bliss, Anne Nichols. Second row, Charles McNulty, Katie Bryce, Dorothy Ledger, Thelma Sherman, Clarence Bliss. Back row, Russell Comeau, Harold Sweeney.



Solderers Paper Assembly Christmas Party get snapped. Jane Dufraine, Catherine Messina, Carmen King, Mary Rogge, Camella Voghel, Phyllis Brooks, Lena Simonelli, Gertrude Gentile.



The Paper Assembly Girls Bowling Team: Mary Gilbert, Irene LaCross, "Toots" Gibeau, Esther Mazza, Helen Abbott.



Hard to tell whether this picture is a group of Sprague bowlers or candidates for a Hollywood screen test. The Paper Rolling Girls Bowling Team, left to right: Emma Marino, June Lamoureux, Loretta Champagne, Tina Turgeon, Viola Dupuis, Rita Siciliano.

EDITORIAL

EVER TRY TO RUN A BUSINESS?

MANY women, either because of natural inclination or through force of circumstances go into business for themselves. Many of them have made outstanding successes. The head of the largest gelatin company in the United States, the editor of This Week's Magazine, and many other of America's best known executives are women. The transition from reckoning the dollars and cents of the household budget to making the ledger of a big business balance seems to be easy for those who have been successful.

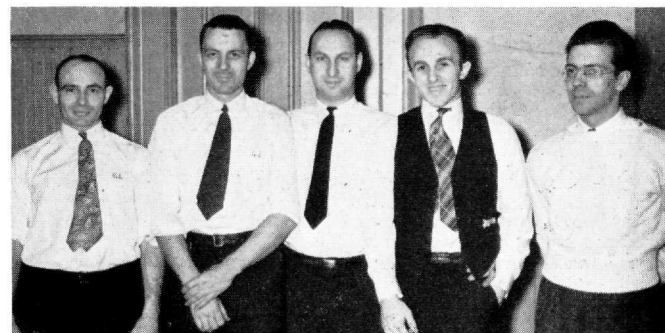
Learning the practical — as opposed to the theoretical — principles of running a business is a fascinating and often hair raising experience. Probably one of the reasons why so many of America's big business executives look back to boyhood experiences as newsboys or partners in some small store, newspaper route or other service is that the lessons learned from running a small business are an introduction to managing a full sized industry that no business school can improve upon.

For this very reason employment managers of many big companies give considerable weight to previous experience as proprietor of a self-sustaining business establishment whatever its size.

The first requirement in getting a business started is having something to sell and being able to sell it. Having something to sell is one thing, but to attract a purchaser, the product has to be either better or less expensive than other similar products. If you can produce such an item you have made a start. Then comes the real beginning. Staying in business means paying bills and bills can not be paid unless more comes in than goes out. Probably half the successful businesses in the country got where they are because they could sell something of equal or improved quality at a lower price and still maintain a profit. The story is told of old John D. Rockefeller watching the soldering of his kerosene cans during the early days of the Standard Oil Company. He asked the foreman how many drops of solder were used on each can. The average proved to be five drops. "See if you can make it three," ordered Rockefeller. Three worked and the Company had saved \$10,000 a year. Similar stories of famous battles to save on tiny items of expense in mass production can be told of the automobile industry, and in fact almost any large scale operation today.

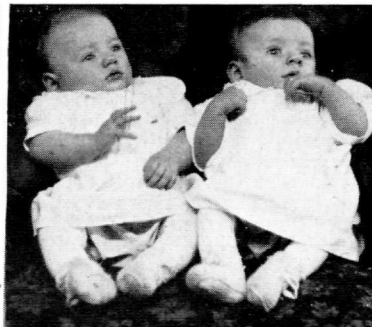
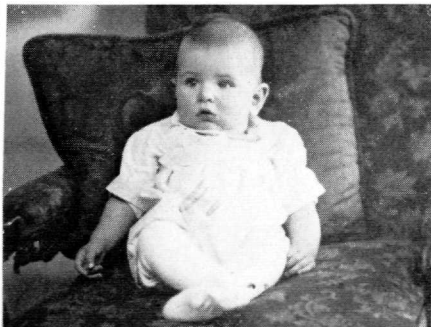


The Office Bowling team, left to right: "Kit" Carson, Dr. Burnham, Don Meiklejohn, Ernie Purpura, Jimmie Fitzgerald.



The Maintenance Bowlers, left to right: "Pete" Jobin, Carl Perry, Louis DeMayo, "Andy" Girgenti, Art Caron.

Among the seemingly Herculean tasks facing the would-be organizer of a new business right from the start is the problem of where to get money. This means borrowing or selling stock with the resulting obligation to pay interest or dividends. Employees must be found who can do the job and ways must be found to pay them sufficient wages. This is only an introduction to the larger problems that confront a modern business with its overhead, rent and taxation, patents and the endless fight to keep up with or ahead of business competitors. The United States is famous for its many business organizers, some of whom have reached the pinnacle of success while others plunged into failure and bankruptcy.



SPRAGUE KIDDIES POSE FOR THE CAMERA

Left to right: On horseback, Elaine Tatro, daughter of William, Paper Assembly; little Ernest Remillard, son of Edgar of the Machine Shop; twins, Roger H. and Robert F., sons of Mr. and Mrs. Arthur Brooks. Mother was Eleanor of the Boxing Department.

Top right: A devotee of screen cowboy, Gene Autry, is Bobby Purpura, son of Ernest.

Below: Dorothy and Clarence Bliss as they left the church after their wedding November 25. We like this snap because it shows the confetti on Clarence's right shoulder.